

# Washington State Pharmacy Foundation

Executive Director / CEO

EIN 910996629  
 WA · NTEE E66D  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Jennifer Arnold, Executive Director / CEO** (\$185,504) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Jennifer Arnold — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E66D).

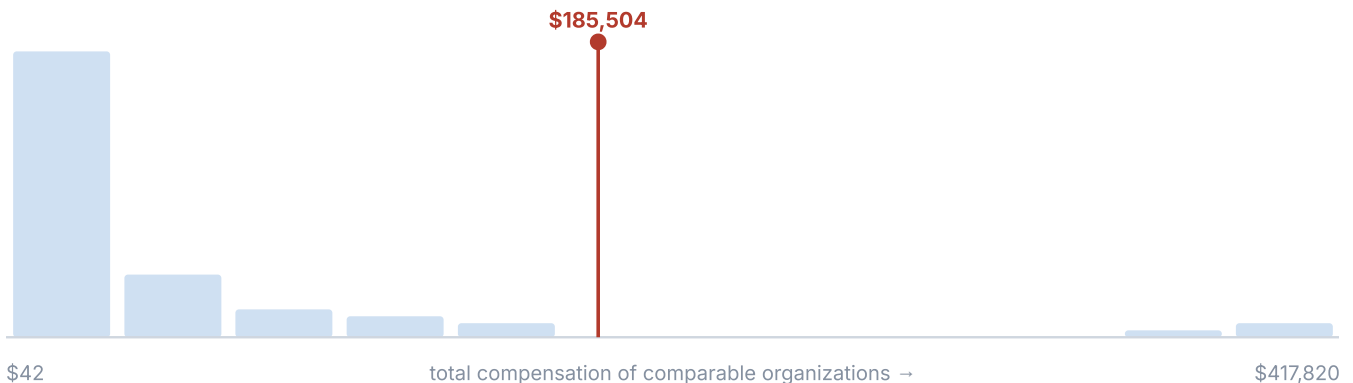
**BUDGET** Total revenue between \$19,387 and \$43,404 — 0.67x to 1.50x the subject's \$28,936 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**62** organizations qualified on sector, size, and geography

→ **62** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,418	\$17,175	\$27,002	\$60,133	\$117,331	\$185,504
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to WA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Astria Sunnyside Foundation</a>	WA	\$29,190	Ceo	\$57,034	<b>\$58,719</b>	2023
<a href="#">Adipsy</a>	VA	\$29,291	Ceo & Founde	\$65,140	<b>\$70,250</b>	2024
<a href="#">Ultimate Gift Of Life Foundation</a>	TX	\$28,572	Executive Di	\$22,420	<b>\$25,050</b>	2024
<a href="#">Pediatric Research Of Los Angeles</a>	CA	\$28,432	Secretary	\$3,500	<b>\$3,376</b>	2024
<a href="#">Us Blood Donors Org</a>	CA	\$29,830	President & Ceo	\$9,000	<b>\$8,680</b>	2024
<a href="#">Outreach Therapy</a>	PA	\$30,000	Director	\$54,410	<b>\$60,604</b>	2024
<a href="#">Wesley At Home Inc</a>	NY	\$30,000	Ceo	\$17,200	<b>\$17,360</b>	2024
<a href="#">Uab Medical West Contingent Liability</a>	AL	\$30,003	Ceo	\$100,604	<b>\$118,267</b>	2025
<a href="#">Operation Walk Of Virginia Inc</a>	VA	\$27,823	Treasurer	\$12,000	<b>\$12,941</b>	2024
<a href="#">Building Health Inc</a>	KS	\$30,317	Chief Executive Officer	\$22,198	<b>\$26,786</b>	2024
<a href="#">Seattle-king County Dental</a>	WA	\$30,591	Executive Di	\$2,405	<b>\$2,405</b>	2024
<a href="#">Community Medical Center Foundation</a>	NE	\$32,304	Director	\$57,178	<b>\$68,690</b>	2024
<a href="#">Hshs Wisconsin Medical Group Inc</a>	IL	\$32,821	Ceo Med Group (Until 8/1/22)	\$21,051	<b>\$23,799</b>	2023
<a href="#">Center For Nursing And Rehabilitation</a>	NY	\$25,000	President/ceo	\$47,155	<b>\$48,999</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Health Partners Inc</a>	NC	\$32,954	Executive Dir.	\$30,000	<b>\$34,623</b>	2024
<a href="#">Assabet Valley Ipa Inc</a>	MA	\$24,911	President/treasurer/clerk	\$4,950	<b>\$5,115</b>	2023
<a href="#">Anvk Inc</a>	WI	\$24,792	Interim Ceo	\$28,094	<b>\$32,771</b>	2024
<a href="#">Marillac Qalicb Inc</a>	CO	\$24,471	President	\$31,323	<b>\$33,547</b>	2024
<a href="#">Northland Foundation Inc</a>	WI	\$24,262	Ceo	\$23,333	<b>\$27,218</b>	2024
<a href="#">Mission Hospital Foundation</a>	TX	\$24,119	Ceo (Regional)/ Board Secretary	\$19,767	<b>\$22,738</b>	2023
<a href="#">Makenna Foundation Inc</a>	KY	\$33,818	Executive Director	\$17,668	<b>\$21,828</b>	2023
<a href="#">Piedmont Virginia Dental Health Foundation</a>	VA	\$34,007	Sec/treasurer	\$19,155	<b>\$20,658</b>	2024
<a href="#">Health And Wellness Foundation Inc</a>	IL	\$34,127	Director Of The Board	\$30,500	<b>\$32,628</b>	2025
<a href="#">Promedica Physicians At Home Inc</a>	OH	\$34,196	Ceo And President	\$5,857	<b>\$7,134</b>	2023
<a href="#">Climate Health And Research Network</a>	ME	\$23,561	President	\$22,776	<b>\$25,473</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to WA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	62 organizations. Compensation range \$42–\$417,820; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$28,936); for reference, expenses \$35,986 and assets \$1,028,818.
ROLE MATCH	Jennifer Arnold, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	50 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Jennifer Arnold) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 13, 2026, comparing compensation against 62 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$185,504 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 13, 2026.